Shifting the Paradigm of Professional Development

Focus on teacher needs

Focus on individual development

Generic teaching skills

Fragmented, piece-meal, one-shot

Professional developers as trainers

Transmission of knowledge, skills, and strategies

District direction and decision making

Professional development as some people's jobs

Professional development as a "frill"

"Pull-out" training

Professional development for teachers

Focus on teacher needs AND student-learning outcomes
Focus on individual AND system development
Combination of content and content-specific teaching skills
Driven by clear, coherent, long-term strategic plan
Professional developers as facilitators, consultants, and planners
Inquiry into teaching and learning
School direction and decision-making
Professional development as everyone's jobs
Professional development as essential
Job-embedded learning
Professional development for everyone